



RACE & SOCIAL JUSTICE  
INITIATIVE

2014



**April 3, 2014**  
**RSJI EXECUTIVE ORDER SIGNED**



# **EXECUTIVE ORDER**

- **Track progress in nine equity areas**
- **Use RSJ Assessment Program**
- **Incorporate RE lens for initiatives**
- **Apply Toolkit to budget proposals**

**\*NEW\***

# **RSJI 3-YEAR PLAN**

**2015 - 2017**



# 36

## LISTENING SESSIONS







**DRAFT**  
**VERSION**  
**MID-DEC**

**PUBLIC**  
**EVENT**  
**MID-JAN**

# **RACIAL EQUITY FUND**





7000



- **Partners for Black Parent Empowerment**
- **School's Out WA**
- **King County Coalition on Racial Disproportionality**
- **Southeast Seattle Education Coalition (SESEC)**
- **Non-Profit Anti-Racism Coalition (NPARC)**
- **WA State Indian Commission**

# **COMMUNITY SURVEY RESULTS**





70%



S-7

S-6

S-5





30% TRUST





An aerial view of a group of approximately 12 people sitting in a circle on a paved plaza. The scene is dappled with shadows from trees or buildings. Various musical instruments are scattered around, including a drum, a flute, and a stringed instrument. A large white percentage is overlaid in the center.

94%

# **RACIAL EQUITY TOOLKIT WITHIN CITY GOVERNMENT**



# **EXAMPLES**

- **Utility Discount Program**
- **Seattle Preschool Program**
- **HR strategic planning process**
- **Seattle 2035  
Comprehensive Plan**



**EQUITY TEAMS**



# **EQUITABLE DEVELOPMENT**

**Co-chairs:** Diane Sugimura and Patricia Lally



# **EDUCATION**

**Co-chairs:** Holly Miller and Patricia Lally





# **CRIMINAL JUSTICE & PUBLIC SAFETY**

**Co-chairs:** Darby DuComb and Patricia Lally

# **INCLUSIVE OUTREACH AND PUBLIC ENGAGEMENT (IOPE)**





- **Tailored tools for departments**
- **Best practices clinic**
- **Training to Mayor's Office**
- **Less jargon in City docs**

# **TRAINING AND SUPPORT TO DEPARTMENTS**



# **CITYWIDE TRAINING**

- **Race: The Power of an Illusion**
- **Racial Equity Toolkit training**
- **In-depth racial equity training**
- **Department-specific training**



**BUILDING  
PUBLIC WILL**



CHALLENGE YOUR PERSPECTIVE.

U of Washington

i-USA

Kurose Boys/Girls Group

Kurose Middle School staff and families

United Church of Christ

Corps Americorps members

ociated Recreation Council

la's of Shoreline

bridge Graduate Institute

tyr University, Diversity Committee

many Community Church

ing BDS Diversity Council

hton School

cade Bicycle Club

d Care Aware

d Care Resources

ens' Telecommunications and Techno Advisory B

of Lakewood Youth Council & City Co

of Redmond

of Renton

of Seattle Urban Forestry Commission

Year Seattle King County

umbia Legal Services

mmunities In Schools o den Day,

mmunity Day School A ciation

ise Louie Education C er

t Shore Unitarian Church

tside Pathways

C SHS

ompass

h Lutheran Church-Immigration Justice Group

d Hutchinson Cancer Research Center

Harbor High School

am Hill Elementary School

Imagine Housing

John Muir Elementary School

Kilo Middle School

Kinderling

King County Employee-based EEOC/AA Advisory Committee

King County Juvenile Court

King County Prosecuting Attorney's Office

Lake Washington Girls Middle School

Lakeside School Parents Association

akewood C eschool

ot Cha

teche e (Ren d Bellevue)

AP (Min achieve ram)

aysville ity Ach Program

ncen CA--Ar ps

t Ba k Pre an Church

hborho Corps

ew Futures of SWYFS

New Horizons

Non-profit Anti-racism Coalition (NPARC)

North Seattle Community College Inclusion Change Team

Northwest Sustainability Collaborative

Northwest National Laboratory

Seattle ice nolog

ACE /oc

cific hne University

child ter Staff

Phinney Neighborhood Association

Pike Market Senior Center

Powerful Schools

Public Health Seattle & King County Equity Action Team

Quad County Training Committee for DDD

Restorative Justice Initiative

RSVP (Retired and Senior Volunteer Program)

130

**GROUPS**



3000+

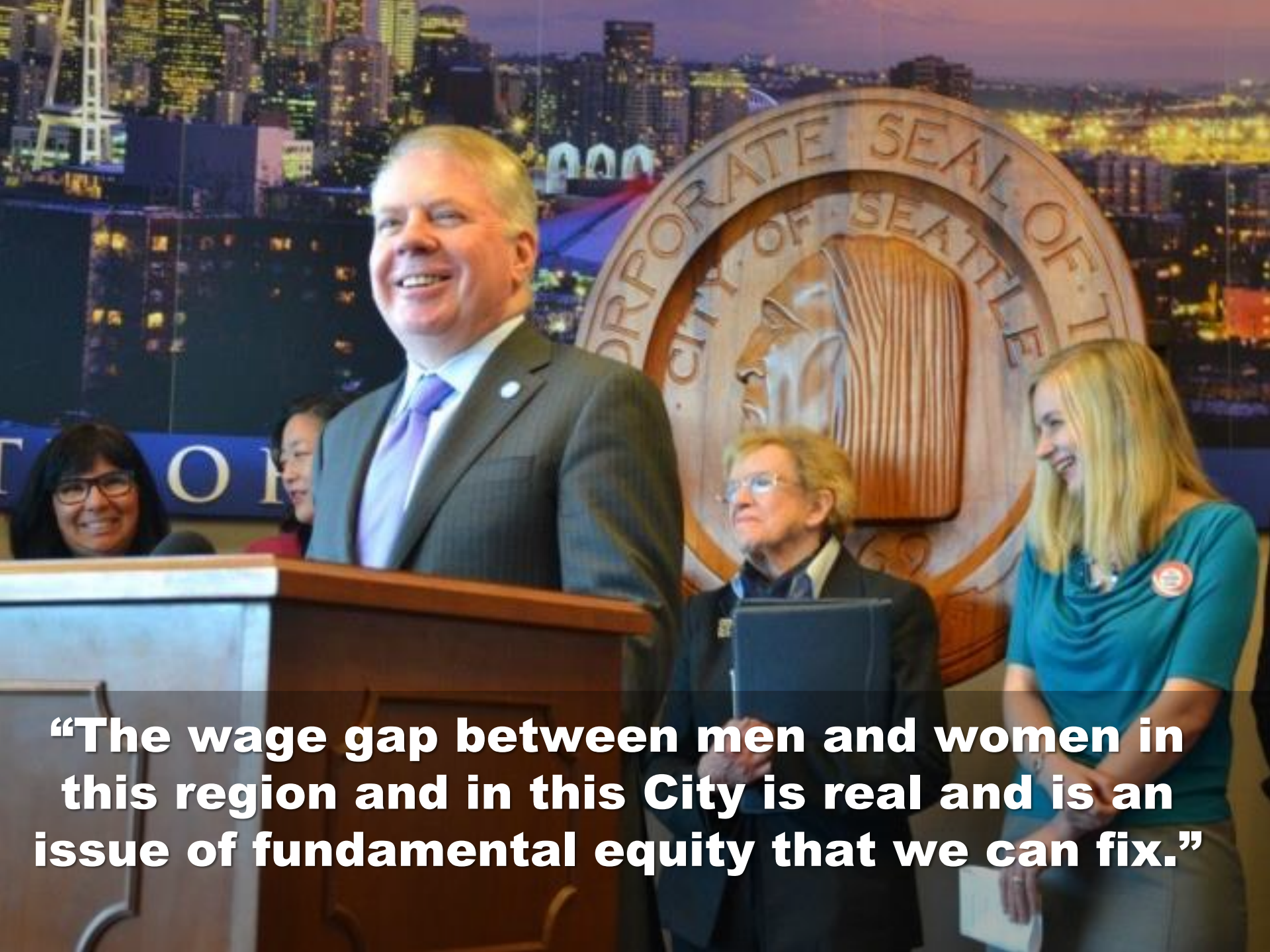


# **COMMUNITY INSTITUTE FOR RACIAL EQUITY**



**GENDER EQUITY**





**“The wage gap between men and women in this region and in this City is real and is an issue of fundamental equity that we can fix.”**





# **DEPARTMENT HIGHLIGHTS**



RACE & SOCIAL JUSTICE  
INITIATIVE

# **THREE-YEAR PLAN**

## **2015 - 2017**

# Racial Equity Toolkit

## to Assess Policies, Initiatives, Programs, and Budget Issues



The vision of the Seattle Race and Social Justice Initiative is to eliminate racial inequity in the community. To do this requires ending [individual racism](#), [institutional racism](#) and [structural racism](#). The Racial Equity Toolkit lays out a process and a set of questions to guide the development, implementation and evaluation of policies, initiatives, programs, and budget issues to address the impacts on racial equity.

### When Do I Use This Toolkit?

**Early.** Apply the toolkit early for alignment with departmental racial equity goals and desired outcomes.

### How Do I Use This Toolkit?

**With Inclusion.** The analysis should be completed by people with different racial perspectives.

**Step by step.** The Racial Equity Analysis is made up of six steps from beginning to completion:





Transform Now!

# NEW WORKSHOP







**STRENGTHEN  
COMMUNITY INSTITUTE**

# **BUILD RACIAL EQUITY WITHIN THE ARTS AND CULTURAL SECTOR**



**OFFICE OF ARTS & CULTURE**

**SEATTLE**



# THANK YOU

SEATTLE OFFICE FOR  
 **CIVIL RIGHTS**

